

African American Reparations Advisory Committee
Education Subcommittee Recommendations
11/7/22

Purpose:

To research, elevate and provide solutions to address the past, present, and future harm to Black people in San Francisco caused by educational inequities and the denial of a quality education in San Francisco's public education system.

Objectives/Areas of Focus:

Healing for the harmed

- To identify reparations in the forms of Restitution, Rehabilitation, and Compensation for those who have endured the education system
- To identify reparations in the forms of Restitution, Rehabilitation, and Compensation for the areas and wraparound services (tutoring, mentorship and counseling) for future generations of Black students in San Francisco

Acknowledging the educational harm of future generations of Black students in SF

- An official acknowledgement from the San Francisco Unified School District and the City and County of San Francisco on the historic failure to adequately serve Black children in San Francisco due to past racist practices, the over representation and identification of Black children in Special Education (especially as “emotionally disturbed” which dramatically impacts their future careers thus outcomes), the disinvestment in schools on the southeast side of San Francisco and the lack of comprehensive wrap around care owed to students and families harmed by racist practices and low funding impacting student outcomes.
 - <https://www.kalw.org/show/crosscurrents/2020-08-10/a-legacy-of-mistreatment-for-san-franciscos-black-special-ed-students> **ed article**
 - “Due to centuries of educational inequity and lack of access to education opportunities, as of 2011, 34% OF WHITE PEOPLE HAD COMPLETED FOUR-YEAR COLLEGE DEGREES COMPARED TO JUST 20% OF BLACK PEOPLE. Additionally, Black college graduates saw a lower return on their degrees: for every \$1 in wealth that accrues to Black households associated with a college degree, white households accrue \$11.49.” - Movement 4 Black Lives
- An official commitment from the San Francisco Unified School District and the City and County of San Francisco to ensure funding to African American Student Achievement
 - Options include continuing to fund the African American Achievement and Leadership Initiative

Preventing the educational harm of future generations of Black students in San Francisco

- **Suggested by Edweek Author:**
 - Identify and distribute **\$200 billion for school infrastructure** to update the 54 percent of U.S. school buildings that are crumbling and outdated;

- Incentivize state education agencies to conduct deep racial-equity audits, eliminate whitewashed curriculum, implement strategies to promptly address negative racial impacts, and establish frameworks for applying a race-equity lens to future policy and programming decisions.
- Create a grant program to improve teacher preparation, recruitment, and ongoing professional development that fully incorporates culturally responsive pedagogy.
- Incentivize state education agencies to conduct deep racial-equity audits, eliminate whitewashed curriculum, implement strategies to promptly address negative racial impacts, and establish frameworks for applying a race-equity lens to future policy and programming decisions.
- Elimination of property-tax-based school financing models that advantage wealthy and mostly white districts above predominantly nonwhite districts OR the city matches the property tax funding that wealthy SF neighborhoods have and add those funds to Black communities
- **Fund Black History Resolution**
- **Individualized Learning Plans**
 - Funding for every Black child in SFUSD to accompany an Individualized Learning Plan (this would pay for whatever is needed to support their academic attainment)
- **Bussing**
 - Private bussing to improve attendance
 - Increased public bussing
- **Investment into the Arts Program**
 - African American Arts and Cultural District
 - SFUSD Arts Programming serving schools densely populated with Black children
 - Focus on all forms of arts, especially those that are culturally based.
- **Teacher Recruitment**
 - Housing for Black teachers
 - Funding for vetted Black CBOs
 - Create a grant program to improve teacher preparation, recruitment, and ongoing professional development that fully incorporates culturally responsive pedagogy.
 - Incentives for Black Educators
 - Funding for Housing
 - Funding for teacher pathway programs
 - Funding for a recruitment plan
 - Free City, Free SF State, Free Private
- **Increased funding for programs that already exist that support college persistence (programs must have a proven track record and be monitored by an reparations oversight committee):**
 - The SMART Program
 - 100% College Prep

- Alive and Free
 - SEO Scholars
- **Increased funding for programs that already exist that support 1:1 tutoring (programs must have a proven track record and be monitored by an reparations oversight committee):**
 - Black on Track
 - 100%
 - Booker T Community Center
 - B Magic/Collective Impact at Ella Hill Hutch
 - City Wide Tutorial
- **Recommend reinstating trade pathways**
 - Culinary
 - Woodshop
 - Electrical engineering
 - Automotive
 - Other emerging industries
- **Increase access to in-school therapy and wellness practices**
 - Funding to being mindfulness to all schools densely populated with AA students
 - Additional Full-time therapist at all schools densely populated with AA students
 - Access to therapy free of cost (most programs require medical- all therapy should be free of insurance and outside funding)
 - Invest in Expressive Arts therapy
 - Fund programs like Rafiki Coalition to do school based therapy
 - Provide therapy for Black staff in SF as well
- Provide educational services and pathways to degree programs for homeless students
 - Liaisons to visit Transitional Aged Youth (TAY) housing and other homeless sites across the city to provide guidance in pursuing education and advocate for homeless people who want to pursue educational pathways
 - 1:1 meetings to ensure that people's educational needs are met
 - Develop a partnership with City College to transition into learning programs
- **Implement a cash incentive program (similar to Richmond's Office of Neighborhood Safety gun violence intervention model) that offers a stipend to those who are at risk of being justice-involved for achieving educational benchmarks like degree completion**
 - Work with the DA and the Public Defender's Office to develop these initiatives
 - <https://www.advancepeace.org/>

- Stipend is contingent upon life goals/benchmarks being met by individuals who have been identified as being on the verge of “cyclical and retaliatory gun violence” (*wording from the Advance Peace website*)
 - Build programs and invest in City College programs to help people get college credits and degrees while incarcerated
 - Pipeline for people to build relationships with City College to ease transition into educational pathways upon release
- Partner with the California State Department of Corrections and Rehabilitation in addition to SF County Jail
 - Nontraditional instruction programs - Provide alternative pathways to college degrees while incarcerated (i.e. mail-in packets, tablets, correspondence training programs, etc)
- **Compensation to address the educational harm of future generations of Black students in San Francisco**
 - Partnering with the city’s K to College Program
 - SF would add a significant base scholarship for African American children in SF
 - SF would add funds monthly to students' accounts based on grades, evidence of student achievement, and random entries for additional funds.
 - All funds by the city and the family will be matched by KtoC
 - Scholarships for schooling options (boarding, private, etc.)
 - Tuition assistance for 2-4 year college institutions, trade school etc.
 - Invest in pathways for Black students (if they return to san francisco to teach, become a social worker, school nurse, etc- the city will provide
 - Housing
 - A stipend
 - Pay off student loans etc.
 - Fund a school for Black children in SF
 - Land, building, staff, etc.

Additional Resources and references:

M4BL: [Reparations Now Tool Kit](#) Edweek: [A Roadmap for Reparations in Education](#)